CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

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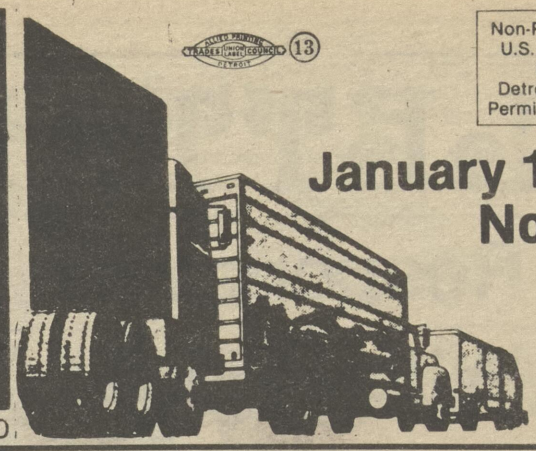


TDU Wins New Law, Truck Safety Victory

The lame-duck session of Congress gave the nation's truck drivers a Christmas present by enacting into federal law a "job protection" statute for drivers who 'blow the whistle' on unsafe or overweight trucks.

The new law prohibits employers from either discriminating against or discharging employees who cooperate with law enforcement authorities, or refuse to violate safety standards or the law. Drivers will thus have greater protection if they refuse to drive overloaded trucks, mechanically hazardous equipment, or if they are out of hours.

The new safety statute was passed in conjunction with the five cent gas tax bill, which TDU-PROD did not support. Instead efforts were concentrated on this one important driver protection.

The new law caps a long battle by PROD (and later TDU) to get truck safety legislation enacted. TDUer and former PROD chairman Frank Greco, a member of New Jersey Local 478, stated:

"All our effort has paid off. This is an important step in knocking down the conspiracy of non-enforcement that exists on truck safety. The agencies involved, including the DOT (Department of Transportation), have failed, and the union in most cases has failed, and some employers have taken advantage of it. That's why this victory is so important."

History of Law

The bill was originally part of a comprehensive bill to overhaul the truck safety laws authored by Sen. Charles Percy in cooperation with PROD. The Senate passed the law in 1980, but it died in the House.

This past December, the language was passed as an amendment to the "Five-Cent per Gallon" Highway Improvement Act. Along with Sen. Percy, Senators John Danforth of Missouri and Bob Packwood of Oregon deserve much of the credit for passage of the employee protection provision.

Intensive lobbying by attorney Arthur Fox and many TDU road drivers succeeded in winning House acceptance of the Senate employee protection language.In December, the TDU office sent an emergency letter to over 2,000 road drivers to encourage quick action in writing and calling Congressmen and Senators.

Enforcement of the new law was assigned to the Department of Labor, not the National Labor Relations Board. A major advantage is that the Labor Department will be able to order companies to reinstate discharged employees **before** trial, and the proceedings will be expedited. Also, punitive damages and the drivers' legal fees can be awarded. No longer will Teamsters be totally dependent upon the grievance committees to enforce their safety rights, though that avenue should still be utilized.

Like any law, however, the new statute will only be as meaningful as its enforcement. Procedures have not yet been outlined by the Department of Labor. A detailed explanation will appear in the next issue of **Convoy-Dispatch** after we have been able to consult with the responsible government officials.

A Long Effort

A number of drivers have lobbied, written Congressmen, testified and otherwise worked for truck safety and for this legislation over the past several years. One of them is Roy Traster of Los Angeles, who said, "This has been well worth my effort to bring about safety and pride among drivers. I'm proud to be part of it. Let's stay in a holding pattern of alertness to make sure it is enforced."

Special credit is due to Arthur Fox, who worked for nearly a decade in developing the legislation, providing the background information on truck safety, and lobbying to get it passed.

Members may wonder why the IBT, with all its resources, did not carry the ball on this key matter. After all, truck drivers are virtually excluded from OSHA coverage. Apparently driver safety is not high on the International's agenda of priorities.

During the same month TDU/PROD was fighting for the bill's passage, the IBT did send General Sec.-Treas. Ray Schoessling to testify on Capitol Hill. But it was to testify against proposed legislation that would cause a union officer convicted of serious crimes from continuing to hold office while appeals go on. To put it in plain language, the priority was on keeping Roy Williams in power, not protecting the lives of members.

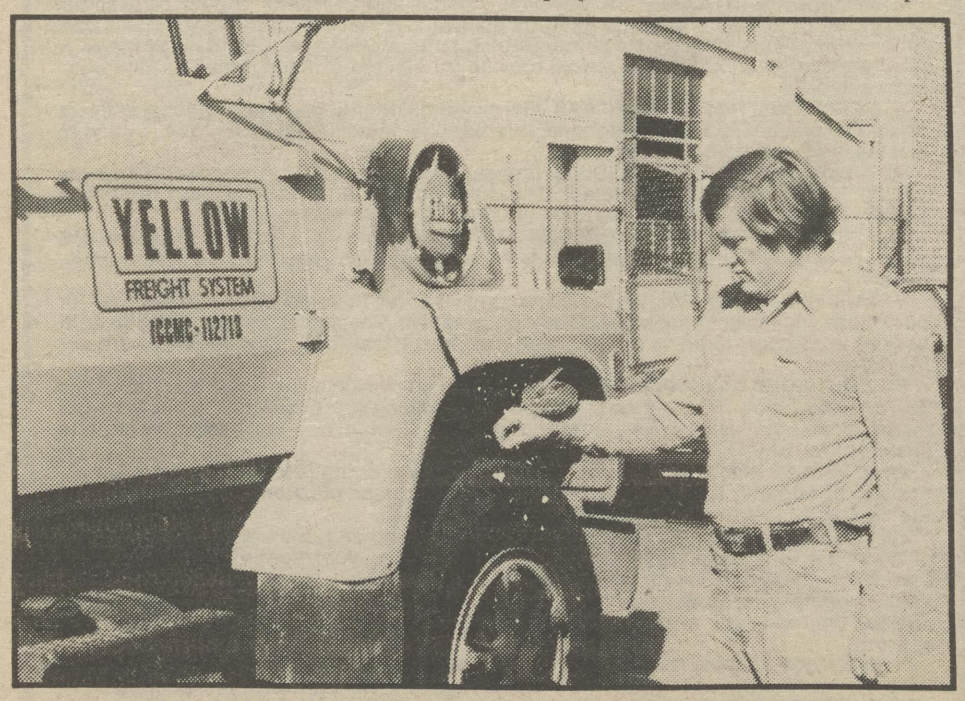
Attorney Arthur Fox, for years a forceful advocate of truck safety.

"Their priorities are clear. Members who care about safety and health should make their voices heard, and especially by joining TDU to help us do more. We are only as strong as our membership," said TDU Organizer Ken Paff.

Five Cent Tax Bill

TDU-PROD worked **only** to win approval of Title IV of the law, and did not support the overall bill. This bill has many negative features, including allowing wider (102") trucks, raising the gross weight to 80,000 and allowing doubles in all states, and an excise tax structure that could drive even more independents and small companies under.

While the ATA opposed the bill, they got a lot of what they wanted as well. Smaller truck companies and independents in fact will be hurt by it, and the largest carriers are likely to benefit in the long run as concentration in the industry will be further accelerated.



WHY IS THIS YELLOW FREIGHT DRIVER WEARING A SUN-DIAL ON HIS WRIST? For details, see story about LA Yellow terminal on page 5.

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LETTERS

A Response To Those Who Criticize TDU

Dear TDU,

From the time I joined TDU and passed along to other drivers the importance of being united and how great TDU is, I have come across many drivers who always criticize something they know nothing about including TDU.

Now every time I talk to drivers about TDU and come across a driver who criticizes or tries to discredit TDU, I take out this card which reads:

Any time groups of individuals or segments of the population organize to work together toward a common goal, there will always be those who stand on the outside and criticize or attempt to disrupt or discredit the efforts of those who have the foresight and the presence of mind to recognize that changes are needed. A persistent unified effort is the only way to address and correct the problems and initiate long-term solutions.

When I've finished reading the card, I've been told many times that I sure know how to hurt a guy. They understood fully what I read and, maybe it won't be long before they'll be TDU members.

Fraternally,

Ed Reilly
Local 705
Chicago, Ill.

Wants To Be Proud Again

Dear TDU,

I live to see the day that our union is free of criminal element controls. A day when honest, God-fearing people are at its helm and I can once again hold my head high and say I'm proud to be a Teamster.

Fraternally,

Charles Martin
Local 135
Indianapolis, Ind.

Time For Labor Party

Dear TDU,

It's an old idea whose time has come: We need a labor party. A bipartisan alliance of Democrats and Republicans is working to take back every gain made by unions and too many labor leaders seem all too willing to go along with this big business twin party game.

Fraternally,

James Steckel
Local 104
Phoenix, Az.

MOVING?

Notify us of your new address or you will **not** receive your monthly **Convoy-Dispatch**. The paper is sent third class bulk mail and will **not** be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS.**

ATL City-Road Runaround

Dear TDU,

ATL hires casuals in Indianapolis, then lays off people in other terminals. These casuals then pull freight out of these terminals. City drivers are being used on the road also. In St. Louis some city drivers haven't worked in the city for months.

City drivers are being given the best runs, which are turnaround runs. Road drivers are told the city drivers have to be back home to protect their jobs. Local 600 won't accept a grievance on the treatment.

Fraternally,

Richard B. Kerins
Local 600
Centralia, Il.

Stop Abuses of Casual Labor

Dear TDU,

These are four issues in the general freight industry TDU should focus on: 1) Employers must only hire Union Men who have been displaced from carriers that are out of business, dispatched only from Union Hiring Halls. No Exceptions! 2) "Casuals" shall receive a "per diem" allowance (included in pay) for vacation, sick days, jury duty and bereavement computed a fraction for each day employed.

3) All Stewards will record on a monthly basis days worked on forms provided for all **employees**. 4) Holidays paid for two (2) days worked in same week. In summary, stop "casual" manipulative abuses!

Fraternally,

Joseph Dunst
Yonkers, N.Y.

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Quotation of the Month

"I hear there are some of you who think all the Union is after is your dues. Well, let me tell you, the dues from all of you here wouldn't pay for the hubcaps on my Cadillac."

Harold Friedman, President
Local 507, Cleveland, at a union meeting
[Reprinted from Speak Out, **newspaper of Cleveland TDU]**

"This is Jennifer. She's going to renegotiate my weekly allowance."

Why Don't We Win Back Pay?

Dear TDU,

It seems as if no one ever gets back pay at the grievance procedure no matter how much in the right he is. The union seems to think you're a winner if you just get your job back. No one wants to go to grievance with odds like that. A guy should be able to work until his case is heard.

Fraternally,

Thomas Davis
Local 467
Yellow Freight

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1981 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:
Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Bob Leslie, Local 147

Organizer:
Ken Paff, Local 407

Trustees:
Jerry Bliss, Local 337
Mike Friedman, Local 407
Konstantine Petros, Local 20
Mike Belzer, Local 705
Tom Bernard, Local 435
Charlie Brown, Local 585
Cliff Coonley, Local 600
Fran Griffith, Local 436
Bob Kinnunen, Local 705
Jan Sunoo, Local 278

Alternates:
Alan Ebert, Local 773
Mike Johnston, Local 679
Clifton McDonald, Local 557

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

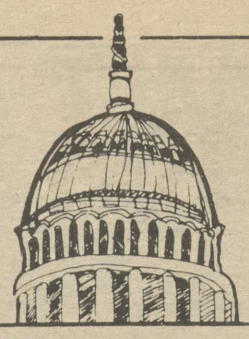
VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

NEWS FROM THE
WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612–2000 P St., NW
Washington, D.C. 20036
(202) 785-3707

Drive to Eliminate Logbooks Defeated

A coalition of drivers, labor and safety groups has beaten back attempts by the Bureau of Motor Carrier Safety (BMCS) and the Office of Management and Budget (OMB) to eliminate the truck drivers' log form.

The log has been the primary regulatory tool used by the government, drivers and commercial motor carriers to determine compliance with the maximum hours-of-service limitations.The American Trucking Associations spearheaded the year-long effort to eliminate or drastically weaken the safety regulations.

The November 26, 1982 BMCS "final rule" will allow motor carriers to choose from five driver time record formats, including the current log forms. The format chosen, however, must incorporate the present graph/grid for recording drivers' activities.

Frank Greco, a member of the TDU-PROD contingent which met with OMB over a year ago to demand tha the logs be continued, said that the elimination of the graph/grid would have had a devastating impact on driver safety. He points out that "enforcement of the safety regulations would have been impossible without it."

The comments accompanying the new rule relied heavily on PROD and Teamster Union arguments as justification for retaining the grid and other positive log features. Over 1200 other responses, including 27 state agencies, the Commercial Vehicle Safety Alliance, the National Conference of State Transportation specialists and hundreds of drivers vehemently opposed the proposed changes.

Baltimore driver Hermann Myers said, "This is by no means a total victory." He cautioned that "it was a defensive battle to preserve the only real enforcement tool available." In addition, OMB/BMCS in an apparent attempt to save face, has eliminated the need to record some information previously required on the log. Also, for drivers who do not travel beyond a 100 mile radius of the home terminal the consecutive hours they may be on duty has increased from 12 to 15.

The Teamsters and TDU-PROD, citing the overwhelming opposition to the proposed changes, have demanded that OMB and BMCS reconsider these decisions. PROD will keep you informed of future developments. Anyone desiring a copy of the new regulations should write to the TDU-PROD Washington office.

Union's Legal Rights in Fight Against Concessions

By Joe Keffer
TDU Legal Counsel

The 80s are becoming known as the age of concessions. The script is almost always the same. The employer pleads poverty and tells the workers it can no longer live up to the contract. If forced to comply, the company states it will have to lay people off or shut down.

Workers are placed in a real dilemma. But aggressive union action, using the safeguards of the National Labor Relations Act, can go a long way to help the members gain the strength to fight back.

Rights Under NLRA

NLRB case law holds that employers may not make mid-term modifications of the collective bargaining agreement without the consent of the union. **The Board, in effect, holds that the collective bargaining agreement, like any other binding contract, cannot be changed just because one of the parties later decides it made a bad deal.**

Employer relief plans come in many different packages, including outright pay cuts, refusal to pay increases, coercing workers to sign individual letters of relief, calling hastily convened concession votes. Seldom does the employer offer anything in return for the concessions.

The key to worker protection when the employer reaches into his concession bag of tricks is the union's reaction to employer demands. **The crucial question before the NLRB is whether the union by its actions or lack thereof has waived rights previously negotiated in the contract.**

In cases where Teamster locals have come to the defense of the members and clearly refused to grant concessions, NLRB judges have usually ruled that unilateral employer takebacks violate federal law. The trick, then, is getting the union to take a clear position against relief.

The problem with this is that in some cases the NLRB has decided that even though the union has not **formally** agreed to employer-imposed concessions, it may have tacitly agreed by being aware of them and taking no action in response. In some cases, members have been able to put union leaders on the spot to take a stand, by filing NLRB charges themselves or by making the issue known inside the local union.

Open the Books

Workers also have the right to know whether the company truly needs relief. **The NLRA gives the union the right to demand that the company "open the books" if management pleads poverty.** This includes the right to full disclosure of financial information, managerial salaries, work subcontracted out, etc.

Armed with this information, workers can make an informed decision about whether relief is appropriate. Even in situations where relief seems appropriate, the information can be used to bargain for other protections or for guarantees that the company takebacks be returned to the workers with interest when the company's financial situation improves. (Incidentally, the right to have the books opened applies not only in contract bargaining, but when the union is administering an existing contract.)

In most situations the company cannot **legally** demand concessions from workers. The union has the ability to turn an employer concession challenge into an informed decision-making process or it can allow its members to sink in confusion and divisiveness.

The key is action of rank and file members to force their local unions to exercise the rights the union does have in fighting concessions.

Legal Briefs

Smith's Transfer. On December 27, an attorney for over 200 Staunton, Va. Smith's Transfer drivers argued in federal court that Local 29 breached its duty of fair representation to the members by failing to pursue adequately a grievance against the layoff of over 200 drivers. The attorney alleged that the union representative "virtually sabotaged" the grievance before the state committee by saying the he thought it was non-meritorious. If the court grants the claim against the union, then the members will proceed against Smith's for violating the contract and a "change of operations" agreement in laying off the drivers.

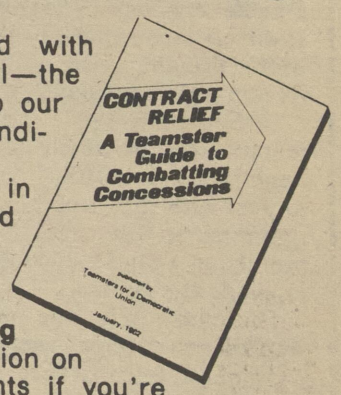
In related events, Local 29 TDU members Don Landes, Lynn Holsinger, and Tracy Gayhart each received over 40% of the vote in the first contested election in the local in 15 years. The retiring president's son, who was secretly appointed to a trustee's position months before the election, was defeated.

American Freight Systems, Inc. TDU has intervened in the Court of Appeals in behalf of a driver who was fired after he refused to drive an unsafe truck. The driver lost a grievance but subsequently won the case before the NLRB. The Southern Conference of Teamsters intervened **in behalf of the company** (weren't they supposed to be on our side?). This is one of a series of cases in which a driver who attempts to comply with safety regulations has been sold out by grievance committees only to prevail before the NLRB.

Carolina Freight. The NLRB recently completed a hearing on allegations by TDU members Lou Reuter and Harold Perry that they were disciplined for their good-faith belief that they were complying with safety regulations and that the company discriminated against Reuter because of his union activity. Reuter, a shop steward who processed the case with TDU assistance, says that Local 577 refused to assist him on behalf of the members. He points out that the NLRB "would not have taken this case to a hearing unless it had substantial merit." Reuter, who was criticized by the local for going to "outsiders like TDU" says: "I wouldn't have to if they would only do their job."

New from TDU!

How to Fight Concessions

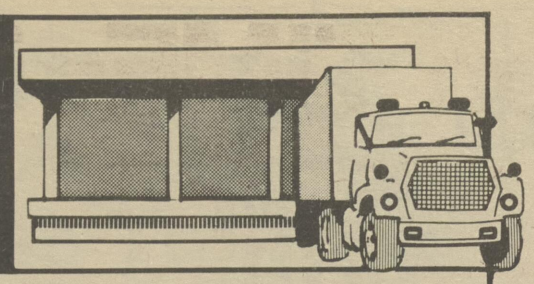


Teamsters everywhere are being faced with demands for relief. Freight, grocery, tankhaul—the companies are demanding that we give up our hard-earned wages, benefits and working conditions.

Many people say nothing can be done. But in fact, thousands of Teamsters have stopped paycuts, "loans," and other takeaway deals. How they **did** it— and how **you** can do it—is described in a new booklet, **Contract Relief, a Teamster Guide to Combatting Concessions.** It has lots of valuable information on your legal, contractual and organizing rights if you're faced with relief. Get yours before it's too late.

To order: Send $1.00 to TDU, Box 10128, Detroit, MI, 48210. (50c for orders of 5 or more.) Postage and handling included.

Freight Lines



Graves Gets Article 32 Cut-rate Deal in Des Moines. Graves Truck Lines, a division of the highly profitable ANR conglomerate which owns ATL and Garrett as well as the Michigan Consolidated Gas Co., recently received a $2 pay cut under the new Article 32 language in the NMFA. Graves moved into Des Moines in August 1982 and began paying its employees $10.81 an hour. Grievances were filed, but they were never heard because in late September, Local 147 scheduled a vote on a special "Article 32" rider. Article 32 permits locals to grant relief in "special circumstances" in order to attract jobs. How this situation was interpreted as a "special circumstance" is beyond us.

The vote was 5-3 in favor of the concessions. It is noteworthy that the first two employees on the seniority list were the son and another relative of Local 147 Pres. Vern Bennett. The vote was reportedly held after Vern, Jr. had been involved in three driving accidents in the city. Graves had threatened to leave Des Moines if it didn't get relief. Graves is also not paying into the Central States H&W fund, but into the new Local 147 Insurance Fund.

It was also reported that officials in St. Louis blasted Bennett for agreeing to the cut-rate deal after ANR tried to get a similar pay cut for its operation there. That deal was rejected. "The only way to stop these concessions is the unity of the members to put pressure on the local and the International," said TDU Co-chair and Local 147 member Bob Leslie. "Now Graves has put through a 30% rate cut—the 30% those men gave back. And other companies in Des Moines are appealing to the International for the same deal."

PIE Drivers: Beware New Company "Safety" Concern. Richfield, Ohio PIE drivers report a new concern by the company for safety, and the hiring of former state trooper Kenneth Gardner to patrol the highways to "assist" drivers in safety matters. This "assistance" in recent weeks includes such things as: • Waking up a driver napping in the tractor, and giving him a warning letter, although the driver completed the run on schedule and was only taking a short break. • Telling a driver that if he didn't like it he could quit when the driver reported a serious hazard with the torque arm bushings, causing the tractor to move all over the road. • Positioning his car in front of a driver on the expressway and hitting the brakes, to 'test' the driver. • Explaining that the dispatchers "are under a lot of pressure" when a driver questioned him about being allocated four hours to cover 300 miles on back roads. Richfield drivers want to inform other PIE employees about this new concern for safety.

Pilot Freight is getting into the productivity quota act all the time. For example, at their big Kernersville, N.C. breakbulk terminal they are disciplining people for "Roadway-style" offenses like "being out of your assigned work area." They are also timing people in the bathroom, and changing established practices on weekend call-in to utilize more casuals. Now top management claims they are going to bring in 'efficiency experts' early in 1983 to get more work out. They claim that Kernersville workers are not as productive as those at the new Harrisburg, Pa. breakbulk. Kernersville Teamsters are hoping for some appropriate response out of Local 391 and President R.V. Durham.

Associated Truck Lines, division of **ANR**, is beginning to institute production rankings among city drivers. A driver is supposed to score 100 for each day of work on a scale that is ridiculous. Take these examples (from the ATL publication): " 'Jack Jones' makes 4 trips out of the yard, with 10 drops and hooks, goes 29 miles, makes 9 stops, unloads 1,495 pieces totalling 40,555 lbs., and should be done in 7.9 hours total. 2) 'Bill Smith' makes 27 stops on his run, with 21,889 lbs., also is allocated 7.9 hours."

Some terminals are scoring about 55 on the average instead of 100. So far there is no suspension or discharge resulting from this system, only public harassment in the form of a big chart on the wall. Grievances have been filed but no report of decisions yet.

Double-Breasted Operations have continued to proliferate as union truck lines open up non-union divisions and divert work to them. Right now, Branch Motor Freight is demanding concessions from its employees, while expanding its non-union division, Nomad. Whose money is being used to build Nomad?

In February, 1982, Teamster President Roy Williams sent a letter to the membership in which he said, "The name of the game in these (NMFA) negotiations is JOBS." Article 32 on subcontracting was changed specifically to deal with this problem. Williams reported in that same letter, "We have tightened up the successorship and subcontracting provisions to give us more protection against so-called 'double-breasted' operations and other schemes to evade the contract."

The question is, one year later, **has this clause been applied anywhere to stop these contract evasions? Has this clause saved one (1) job?** We do not know of a single instance. If the union has made successful use of this clause, they should let us know. Let's spread the benefits. But if it has never been used and has not stopped the practice of 'double-breasting' then what was the point?

Time for Bold Move to Unionize Independents

By the International Steering Committee
January 8, 1983

Mike Parkhurst of **Overdrive Magazine** has called for an independent drivers shutdown on January 31. Other organizations are calling for other dates.

The potential for a major disruption is there. Independents have been caught in a squeeze that is driving them out of business in record numbers. Deregulation was supposed to help the independent, and many (like **Overdrive**) supported it. But instead it just flooded the highways and rate cutting has driven owner-operators to the wall.

The added burden of the new five-cent per gallon and excise taxes could drive thousands out of the industry and into poverty.

Whether or not a shutdown will occur we don't know. Many independents still buy the myth that they are independent businessmen, the last cowboys, so there are a number of competing organizations and none are powerful. If there is a strike, if will largely be a spontaneous action as other independents' shutdowns have been. But the situation is desperate enough that it may happen.

The truth is that owner-operators are not really independent businessmen who control their own destiny. They work not for one boss, but several: the company they are leased to, the bank who owns their rig, the shippers, and the insurance company. They are workers, but with a very expensive set of tools. We believe they need a union just like any other workers need unions.

Time to Overcome Hostility

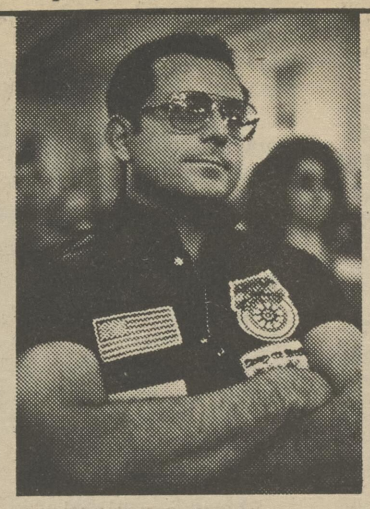
Many independents hate the Teamsters Union. And similarly many Teamsters see the independents as scabs, who jeopardize the union's strength. But we in TDU believe that in reality, both the Teamsters and the independents need each other.

The independents need a national organization, and unity with other drivers and warehouse workers. And the Teamsters Union must win the support of the owner-operators, who currently pose the greatest threat to union strength in the trucking industry. For our own union survival, unionizing owner-operators is vital. The Teamsters leadership should be doing far more to reach out to the independents.

The crisis which is squeezing the independents presents a unique opportunity to overcome years of past bitterness and to forge a new unity. Neither side may love the other, but need brings people together.

For owner-operators, it is the 1930s once again. The time is ripe for the International Brotherhood of Teamsters to make a bold move to organize a division of independent drivers under the union banner.

Start the New Year Off Right!



Join the "100-100 Team"

Here's why Bob Steffenson, switcher at Fisher Body (Central Cartage) in Lansing, Michigan, joined the "100-100 Team."

"First of all, I joined the '100-100 Team' for the same reason I joined TDU. For a better education, legal advice, unity, a better understanding of the problems at the workplace and in the union, and for a listening ear—to mention only a few of the things that were ***never*** *offered to me by Local 580 or the International."*

To join the "100-100 Team" do the following:
- fill out the form below
- make a check or money order to *Teamster Rank and File Educational and Legal Defense Foundation.*
- mail to: TRF, Box 10303, Detroit, Mich. 48210.

☐ I pledge $100. My check is attached.
☐ I pledge $100 in four monthly $25 contributions.
☐ I pledge $100 in ten monthly payments.

Date_____ Chapter _____
I wish to remain anonymous: ☐yes ☐no
My name may be listed as a donor: ☐yes ☐no

Name_____ Company_____

Address_____ Local_____

City_____ State_____ Zip_____

Anger Growing on TIME-DC Deal

On December 1, TIME-DC announced that it was returning to the general freight business. They did so with an understanding that the Teamsters Union would allow union employees to return to work **"on any terms and conditions set forth by the company."** The union also agreed not to strike the company for a period of time "equal to the duration of the April 1 strike."

In a letter to all local unions representing TIME-DC employees, IBT Pres. Roy Williams stressed: "We have not entered into any understanding, directly or indirectly, relating to wages, fringes, or working conditions..." However, the fact remains that Williams did grant the company permission to set any terms it wants, and did agree not to strike. Correspondence between Williams and TIME-DC makes that clear.

Terms and Conditions

The terms and conditions set by the company for reopening freight operations are ridiculous. They include:

- Hourly rate of $9/hour and 22c/mile for all employees hired prior to October 1, 1982. Mileage rate includes fuel time, check time, and up to two hours waiting time per tour of duty.
- Hourly rate of $7/hour and mileage rate of 19c/mile for all employees hired after October 1, 1982.
- Time and a half only after 50 hours.
- Company will recognize no past practices in effect prior to April 1, 1982.
- Pension and H&W payments will be made only for days worked.
- Company will subcontract work as needed.
- Company will make all reasonable work rules as necessary.
- Company will recognize no grievance committees in existence.

Teamsters and local officers nationwide are stunned at the action of the union in promoting this deal. The union did a complete about-face from the earlier strong stand against TIME-DC.

"This will undermine the national contract. I can already see a company like Superior Fast Freight in LA demanding concessions in a few months to be competitive with TIME-DC. Then Yellow Freight and the rest will follow. This cannot be allowed to stand," said Doug Allan, TDU leader and Local 208 Trustee.

Allan reported widespread anger in that area. Many local officers expressed complete bewilderment at local union meetings over the action. Some talked tougher, such as the president of St. Louis Local 600, who declared he wouldn't tolerate TIME-DC operating under these terms in St. Louis.

TIME-DC members who have contacted TDU point out that the union turned down an offer considerably better than these terms back in April 1982 when they called the strike. Some have threatened to sue the union now.

Union's Position

The International apparently believes that allowing TIME-DC to reopen on these terms will save jobs. It may also allow TIME-DC employees in some states to try to collect unemployment benefits. Finally, Williams claims this is a temporary arrangement and that it will bargain for a new and better contract.

Let's look at this reasoning. First, the number of jobs provided will be only a handful. The company sold 2/3 of its assets, cancelled most of its terminal leases, and is re-opening operations only on a small scale between LA and Seattle, calling a few city drivers back in those cities and road drivers in Sacramento and Redding. Prior to the strike, TIME had some 2,400 employees.

The most serious problem with the TIME-DC deal is that it will seriously undermine the NMFA. It is probably no coincidence that just after it came out, the employers asked the union to re-open the contract. TIME-DC president H.C. Shurtleff has said he plans to cut their LTL rates, a result of the cheap labor. Other companies will want to match those rates.

Finally, the claim that the union will be able to negotiate a good contract with TIME-DC is hollow. The company has already made clear it will go out of business rather than meet NMFA standards.

No Strategy, No Clue

What this shows is the failure of the International to have any plan to deal with the crisis in the trucking industry. So their actions are shortsighted, and contradictory. The TIME-DC deal has made matters worse. Fighting fire with fire is one thing, but fighting fire with gasoline is absurd.

Don't Reopen NMFA !

By Ken Paff
TDU National Organizer

On December 28, 1982, Trucking Management, Inc. (TMI) wrote to IBT Pres. Roy Williams to request immediate meetings leading to the "NMFA to be adjusted." The employers claim that the "jobs of bargaining unit employees working under that agreement are at stake."

So far Roy Williams and the International have not issued an answer on behalf of the union.

We were promised that the concessions made last year would produce jobs and recall people from layoff. No jobs have been produced. The major carriers have done everything they can do to reduce union personnel. Some of them have established non-union divisions. Most of them have used Teamster concessions to cut rates against one another.

A Positive Program

Further concessions will undoubtedly lead to more of the same, and a continuing decline in the standard of living for Teamsters. Instead of more concessions, we need a positive union program for combatting this situation, not more and more back-pedalling. Such a program would include:

- Pressing the employers and enforcing the existing contract to eliminate job loss to non-union divisions, bring more members back to work, and end abuse of casuals.
- Launching a campaign to bring the hundreds of union companies operating outside the NMFA under it.
- Calling a conference of all freight locals, to formulate plans to organize the unorganized and to regain lost strength in the trucking industry. A month ago, on December 9, 1982, James R. Hoffa was officially pronounced dead. Hoffa's best accomplishment, the national freight contract, will soon be officially dead also unless the situation is turned around.

Members should consider introducing motions at union meetings to call for the IBT to reject employers' demands for more concessions.

The contract may well not be re-opened now. But even the fact that the employers are so bold as to continually demand more and more giveaways indicate they think they have the union in their pocket.

They may have our top officers in their pocket, but they don't have our union unless we let them.

Roadway Reject Brings Turmoil to LA Yellow

Is Yellow Freight turning into another Roadway? If recent events in the Los Angeles area are any indication, the answer is yes.

For the past two years, Yellow Freight has been taking a hard-nosed attitude at its Pico-Rivera and Orange terminals. They have refused to negotiate with the stewards and are trying to scare the employees into doing more work with fewer employees.

You would think that Yellow Freight, being intelligent, would see that it is not working. But no, now they are trying the same thing at the downtown Los Angeles terminal where for the past two years they had a TM who worked well with the stewards and the employees.

Yellow has hired Paul Bopko as Terminal Manager. Bopko is a Roadway reject with some 20 years at Roadway. In less than a month this monster has turned the terminal into a turmoil. One of the first things he told the stewards was he was the **Boss** and things were going to be done his way.

One of the many things that he insisted on was that the daily manifests be filled out with accurate times even though he would not supply drivers with watches.

Workers Being Conscientious

Being conscientious workers, the employees at the Yellow downtown Los Angeles terminal are going by the book just as Paul Bopko wants. They are not parking in red zones nor double-parking because they don't want the company to have to pay fines. They are driving in a very safe manner so as not to have the company pay for repairs.

But the most conscientious employee is Tom Thaxter, who went out of his way to obtain a Sun Dial wrist watch to make sure he has the correct time to put on his manifest.

All this has led to a lot of freight being returned, and the pick-ups being missed have increased. When will management ever learn that you can get more out of a worker by asking him rather than blatantly telling him what to do?

For the sundial in action, see photo on page 1.

Big R Newsline

Fight for Safe Conditions in Chattanooga Yard.

Employees at Roadway Express in Chattanooga have been fighting to get dangerous conditions in the switching yard improved following an accident in which a road driver was hit by a switching tractor. The driver of the switch tractor was fired by Roadway, but 34 switcher employees signed a petition in support of the driver's grievance, citing unsafe conditions in the yard as the real reason for the accident. These conditions included poor lighting, improper windshield wipers, weak headlights on the switch tractors, no vehicle condition reports furnished by Roadway, and constant pressure from supervisors to rush dock moves. The switch driver's grievance was deadlocked in Biloxi, and finally a side deal was reached putting the switcher back to work with a loss of 5-6 weeks back pay. The employees had raised approximately $450 in contributions to help him out while he was off. Meanwhile, a complaint was filed with OSHA, but Roadway denied the inspectors access to the yard. OSHA is seeking a court warrant to conduct the inspection.

Roadway Efforts to Weaken "Red Circle" Guarantees in Cincy Rejected.

At Cincinnati Roadway Express, where a flex agreement was voted in over a year ago with road driver participation in the vote, the company's attempts to water down the "Red Circle" guarantees have been rejected. The existing agreement contained "Monday-through" guarantees for 54 positions. In mid-December, the company proposed that the guarantees be changed to 40 slots, or 45% of the city/dock board, whichever is greater. The agreement was voted down 82-2. The company had been complaining that too many people were working Monday-Tuesday.

Elections Show TDU Growth

In dozens of locals from coast to coast, reform-minded candidates scored high in recent elections.

National TDU does not support local candidates. But TDU Organizer Ken Paff noted: "More TDU members are running for office and winning. Naturally, there were some defeats and disappointments, but overall the trend is up. Our incumbent officials can't deal with the crisis in our union, and the membership knows it. That's why the future belongs to candidates who are up-front in their support for reform and real unionism."

The strong showing of reform candidates was particularly encouraging given the negative effect of the economic climate.

In general, those officials who supported concessions (such as last year's UPS national agreement), had a record of poor representation, or catered to the top hierarchy, found themselves without jobs after the election season. One prime example was former Local 413 Pres. Jack Gordon, a strong Presser supporter who is known for his support of the "flexible work week." A reform-minded Coalition Slate swept out Gordon and his entire Executive Board in a landslide victory.

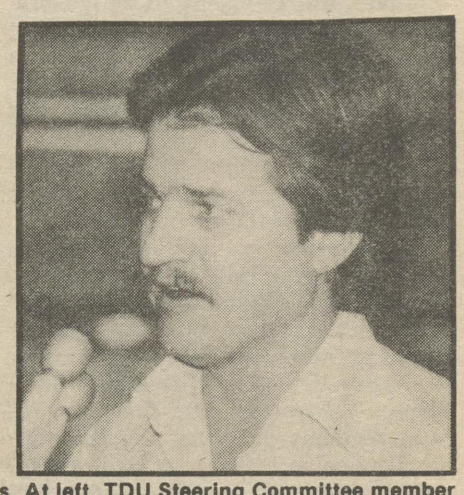
In several other local unions, major challenges took place where officials had been unopposed for years. This was the case in Watsonville Local 912, where a TDU slate won 44% of the vote, and in Staunton Local 29, where a TDUer garnered over 40% of the vote.

In many cases where new officers won, whether they are TDU members or not, they have a tough job ahead of them. The union is facing its most serious challenge since the 30's. There is more than ever a need for membership involvement, and a rethinking of old ways of doing things. There is a crying need for a national linkup of local officers who want to do something independent of the International.

Lastly, the local elections showed that politics in some locals is still in the gutter, although in most cases, smear tactics backfired. Slander sheets, usually anonymous, with racial slurs, communist-labeling, forgeries, etc. appeared in campaigns in Detroit 299, San Antonio 657 and Columbus 413, and many others. But in 413 for instance, the main target of the attacks topped the poll, and in other locals the attacks had little effect.

In general these tactics are the last, desperate ploys of desperate incumbents, and they usually backfired where TDUers or challengers came back with a strong dose of truth.

What follows are individual reports on several major election campaigns. **Additional election coverage is on page 6.**



ELECTION VICTORS: Above, three reform candidates who were victorious in recent elections. At left, TDU Steering Committee member Jan Sunoo was elected BA in San Francisco Local 278. Center, Clyde Ragland was elected trustee in Spokane Local 582. Right, UPS activist Charlie Teas was elected Recording Secretary in Columbus Local 413.

San Francisco Local 278

In one of the most hotly-contested local elections in years, San Francisco Local 278 members elected some challengers who ran on clear programs for the local.

Jan Sunoo, UPS steward for the past seven years, and member of the TDU International Steering Committee was elected Business Agent in a close race with a long-time incumbent.

Gail Sullivan, another long-time TDUer, was elected Business Agent in a four way race. Significantly, there have not been many women elected as Business Agents in locals that are overwhelmingly composed of men.

Sunoo reported that "for the most part the election was fairly run and cleanly contested." He also stated that it was a first in the local for some candidates to put forward programs or platforms on where they stood on specifics of contracts, representation, and the union.

A third TDU member who ran in the election, Dennis Hart, won a trustee position, finishing second of the three elected. The principle officer of Local 278, Jack Bookter, was re-elected easily.

Columbus Local 413

A reform-minded Coalition Slate swept to a landslide victory over the incumbent administration of President Jack Gordon in Columbus Local 413 in December.

The Coalition Slate, which included two TDU members, piled up roughly 55% of the vote in a three-way contest. The Slate campaigned on a program of improved representation, a better-informed membership and the creation of a Stewards Council.

The campaign was marked by a series of unsigned, vicious slander sheets put out by supporters of the incumbents, but in the end these had no effect. The membership was just totally fed up with the incumbent's brand of unionism.

Longtime activist Charlie Teas, who was the target of much of the redbaiting and other personal attacks, actually led the slate with 1,301 votes out of 2,278 cast in the race for Recording Secretary.

Teas said, "I think our victory is a message to Teamsters all over the country. If you work hard and put local coalitions together you can win."

He added, "I think we will involve the membership more in the policy-making in the local. Plus I think we'll give more forceful representation. It's just amazing how successful you can be if you just use a little forcefulness when you represent these people."

Portland, Me. Local 340

A sweeping victory was scored by the new officers led by Pres. Bob Piccone. Jim Carson, package driver and TDU member, ran as an independent and won by a clear majority for BA and was also elected to the Executive Board as Trustee. These new officers are commited to working for the good and welfare of the members of Local 340.

Many questions and so few answers helped bring about the downfall of jet setter, former President Lou Boutin.

Flying around the continent, high priced lunches, and playing racketball with management was how the old regime conducted business. Let the bureaucrats pay their own expenses, not the working members. We work very hard every day and expect our officials to do the same.

"Get Active", "Don't Bitch", and "Every Member an Organizer" should be the slogans of this local. Increasing meeting attendance and organizing will be the new priorities.

Teamsters for a Democratic Union—Concerned, Active, and Proud.

John Brown
Package Driver, Local 340

National Election Roundup

In **British Columbia Local 31,** TDU member Jack Cocking was elected to the position of Recording Secretary, reports the B.C.-Yukon TDU Chapter. Two other TDU members ran, but fell short. Bob Edwards ran for BA and Jack Kuipers for Trustee. The leadership of Local 31, which had run a fairly democratic local, was re-elected.

In **Arizona Local 83,** a large construction and general local, a reform slate made a clean sweep of the top union offices. TDUer Jim Jeter reported: "Our local has been left broke and so we've got a tough job ahead. The new officers are taking a pay cut until the local is back on its feet." Jeter and others are working to form a new TDU chapter in Phoenix.

TDU member Clyde Ragland was elected Trustee of **Spokane Local 582.** Congratulations.

In the sister local of 582, **Spokane Local 690,** TDUer Rocky Lattanzio was defeated in a re-election bid after three years in office. The president on Lattanzio's slate, Bob Wahl, split off and successfully opposed Lattanzio. Also defeated was the former Secretary Treasurer, Mike Olds, who tried a comeback. Many locals in the northwest region experienced turnover in this election, including several in Washington, Oregon and Montana.

TDU members in **Albany, N.Y. Local 669** were excited by a clean sweep by challengers to the incumbent administration. The reformers have promised changes such as the election of stewards, etc.

Virginia Locals 29 and 882 both saw election challenges for the first time in many years. Both fell short for the same reasons: they gained most of the votes in the trucking jurisdictions but were not well known at large plants in the locals, where the incumbents had support. TDUer Don Landes got 40% in the race for the top spot in Local 29, and one member of the slate won. A couple of TDUers were on a broad reform slate in Norfolk area Local 822.

Detroit Local 299 saw an interesting election in which a slate backed by International VP Bobby Holmes tried to recapture control from Pete Karagozian, who won the presidency 2½ years ago in a Labor Department supervised election. The Holmes backed Banks slate lost out to Karagozian by a substantial margin. TDUer Pete Camarata also ran for the presidency but was defeated in what was basically a three-way race. "The members chose the middle" between the hierarchy and Camarata was the way some TDUers saw it.

In **Portland Local 162 and Seattle Local 174,** reform slates ousted incumbent leadership. In Portland the new officers pledged a stronger stand against concessions. In both locals, TDU members at UPS organized independent involvement of the rank and file in the election with success.

Save the Date!
Oct. 15-16
1983 Rank & File Convention
Detroit

A Campaign That Was Part of a Movement

The campaign for office in Local 912 in Watsonville, Cal. that ended on December 22 was no ordinary one. For the past two years, Watsonville TDU has been building a movement of the rank and file, and their campaign for office was part of that movement.

They campaigned on their record of winning bilingual meetings, of defending members, of informing members through their newsletter, or working to educate and involve the members.

On December 11, a fundraising barbeque drew 250 people, and along with a dance, raised some $600 for the campaign. The campaign involved a number of members to try and reach every plant and shop in this local which is mainly frozen food workers.

When the ballots were counted the TDU slate had drawn 44% of the vote, and the incumbent officers Richard King and Fred Heim retained their power in this first major contest in the 30-year history of the local.

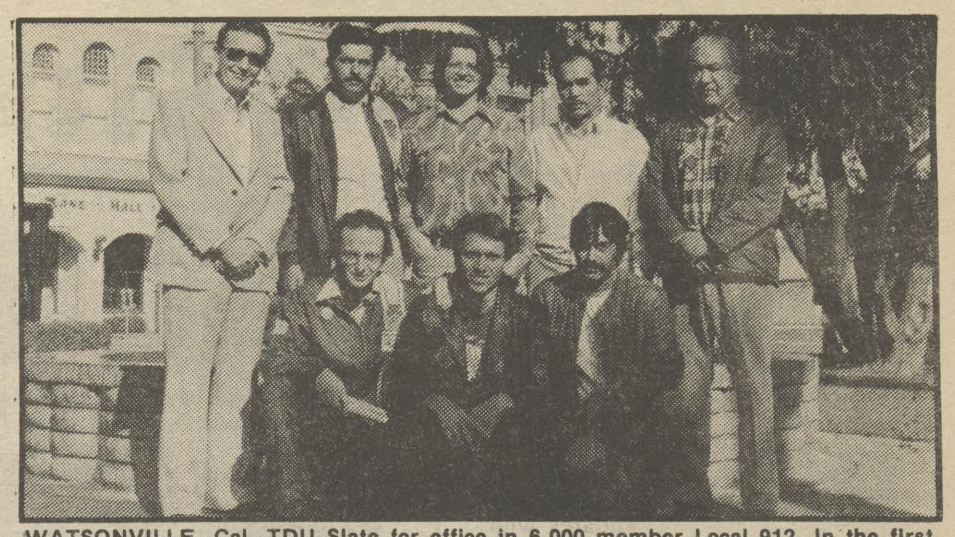
Employer-Style Tactics

King and Heim used a different strategy to win. They lead no movement. They inspire no members. Instead they relied on tactics more appropriate to employers than to union leaders.

First, they relied on the floor ladies, who are first-level supervision. Some even collected ballots from the workers. Second, they relied on "dirty tricks." They eliminated some 2,800 members from the membership list in the short time between mailing out the election announcements and mailing out the ballots, from 7,000 down to 4,200. To date they have never given any proof as to how or why. Some 325 members requested ballots after not being sent them. They also ruled it was not a seasonal workers' local, to disqualify more voters. Then, they mailed the ballots out third-class ('junk mail')!

So King and Heim held on to their power, using employer-type tricks to beat a rank and file movement. But TDU members are enthusiastic in the progress they showed. The incumbents consistently stated that TDU was a tiny minority of malcontents, yet even with the "dirty tricks" and aid of employers, their victory was narrow.

The election has been protested to Joint Council 7, and the Watsonville Chapter plans to go all the way with it. The campaign is part of the effort to build a strong rank and file local, and the campaign has strengthened the movement.



WATSONVILLE, Cal. TDU Slate for office in 6,000 member Local 912. In the first contest in 30 years, the TDU Slate got 44%, despite such tactics as mailing the ballots 'junk mail' and ruling seasonal workers unable to vote.

Una Campaña Que es Un Movimiento

La campaña por un puesto en el Local 912 en Watsonville, Cal., que terminó en Diciembre 22, no fue una campaña corriente. En los dos años pasados Watsonville TDU ha venido edificando un movimiento de miembros y su campaña fue parte de ese movimiento.

Ellos hicieron una campaña basados en su record de haber logrado reuniones bilingues, de defender los miembros, de informar los miembros atravez de un boletín o de trabajar para educar e interesar los afiliados.

El 11 de Diciembre se realizo una barbacoa para recaudar fondos que atrajo 250 personas y esto unido a lo reunido en un baile se colectaron $600.00 para la campaña. La campaña intereso a un porcentaje de miembros a tratar de llegar a cada planta y taller perteneciente a este local el cual es principalmente, trabajados de alimentos congelados.

Cuando las boletas o votos fueros contados el TDU Slate había conseguido un 44% de los votos y los oficiales incumbentes Richard King y Fred Heim retuvieron su poder en la primera contienda mayor que ellos han enfrentado en los treinta anos de historia del local.

Tacticas al estilo del Patron

King y Heim usaron una estrategia diferente para ganar. Ellos no dirigieron movimientos. No inspiraron los miembros. En cambio ellos se apoyaron en tácticas más propias de patrones que de lideres de union.

Primero, ellos contaban con las damas de la asamblea, quienes son supervisión de primera clase. Algunos hasta colectaron boletas de los trabajadores. Segundo, ellos se ayudaron con tacticas sucias. Ellos eliminaron 2,800 nombres de la lista de miembros en el corto tiempo entre enviar por correo los anuncios de elección y envio por correo de las boletas de 7,000 bajo a 4,200. Hasta la fecha ellos no han dado explicación de como y por qué. Unos 325 miembros pidieron la boleta despues que descubrieron que no se la habian mandado.

Ellos tambien decretaron que no era un local de trabajadores de estación para descalificar mas votantes. Enviaron las boletas por correo de tercera clase.

De esta manera King y Heim mantuvieron su poder, usando trucos propios de los jefes para derrotar un movimiento de oficiales y miembros.

Los incumbentes (King y Heim) repetidamente declaraban que TDU era una pequeña minoría de malcontentos; sinembargo aún con tacticas sucias y la ayuda de los patrones su victoria fué por un margen muy estrecho.

La elección ha sido impugnada al Joint Council 17 y el Chapter de Watsonville planea llegar al final de dicha acción. La campaña es parte del esfuerzo para establecer un local con gran fuerza de oficiales y miembros y la campaña ha fortalecido el movimiento.

En Enero el Chapter indroducirá cambios de estatutos para aumentar la participación de los afiliados.

Sección en Español

This story is a translation of the story on the Watsonville election above.

Miners Elect Insurgent Despite Smear Campaign

On November 9, 1982, the membership of the United Mineworkers of America (UMWA) went to the polls and overwhelmingly elected lawyer-coal miner Rich Trumka as their new president. Trumka got 70% to 30% for incumbent Sam Church.

Trumka stressed he would take a strong stand on bargaining during the election campaign. Church used as his campaign theme one that is familiar to Teamsters, and it failed. Church's tactics included:

- Radio ads in the mine areas which stated that "the Russians" want "people they can control" in the union so that they can "tear it apart."
- A campaign of redbaiting swept the coal fields. Forged versions of Trumka literature appeared.
- A flunky of Jackie Presser, Paul Locigno of the Ohio Conference of Teamsters, was "loaned" to the UMWA for the election period, to work for Church. And, in addition, the crackpot "U.S. Labor Party" personnel also were prominently at work, producing the "Intellico" report smearing Trumka with charges just like those concocted against TDU. Words like "communists", "Rockefeller Foundations", etc. were flying around. The **Baltimore Sun** documented the many visits of these characters to the UMWA headquarters in Washington just before the election.

Senator Orrin Hatch

Perhaps most important, on Saturday November 6, three days before the election, labor's foremost opponent in the U.S. Senate, Orrin Hatch, issued a press release about "subversives" in the mineworkers union along with the "steelworkers and Teamsters." In the words of the Bureau of National Affairs' **Daily Labor Report** (December 27, 1982):

"The announcement that Hatch had ordered his staff to check out the reports was released to selected members of the press, primarily outside of Washington, on Nov. 6—three days before the Nov. 9 UMWA election—and has led to speculation that Hatch unsuccessfully tried to influence the election in favor of incumbent UMWA President Sam Church, Jr., who was ultimately defeated by former union attorney Rich Trumka."

Church obviously knew in advance of the Hatch press release, because within hours of its release (on a Saturday) he had his own release ready to offer his cooperation with Hatch.

Since the release Hatch's aides have been embarrassed and his spokesman told the Bureau of National Affairs that "I'd be surprised at this point that we would decide to hold hearings," confirming suspicions the press release was an election gimmick.

Several Teamster officials have attempted to smear TDU with the Hatch press release since that time, especially those who are closely working with personnel from the crackpot "U.S. Labor Party." Although all major unions, including the Teamsters, have condemned the "U.S. Labor Party" and its publications, a number of top Teamster officials have resorted to using their 'big lie' tactics.

The mineworkers rank and file saw through the "subversive" charge and voted 70% for the reformer. We in TDU feel that Teamsters are every bit as intelligent as mineworkers and will do the same.

Case Lost Without a Hearing

Here's a new way to lose an important grievance. The minutes of the Central-Southern Carhaul Grievance Committee of Nov. 30 through Dec. 2 hearings in San Antonio reflect that in case #633, Commercial Carriers (Ryder) in Detroit and JATCO in Chicago were awarded approval of a **half-rate** run for a 90-day period.

One small problem, the Local 299 steward at Commercial, the Local 299 BA, and the Chicago Local 710 BA all agree that the case was **never heard!** They should know—they were there for the entire weekend of hearings. Local 299 has addressed a letter to the employer chairman, Albert Matheson, demanding to have this situation corrected.

We knew the employers had the **upper hand** at these Committees, but **this is going too far, fellas.**

Steering Committee Meets, Establishes W. Coast Office

On January 8, 1983, the TDU International Steering Committee and the Board of Education and Legal Defense Foundation met for the first time since the Rank & File Convention.

A major item was the hiring of a West Coast Organizer and establishment of an office in San Jose, Ca. to service the West Coast. Mike Johnston, member of Local 679, was selected for the position, and will have the job working with Teamsters and chapters in the West. Johnston has been a member of the Cannery Workers Committee (CWC) for a number of years and is an alternate member of the TDU International Steering Committee.

The Board decided to take the bold step because of the potential for organizing in that region of the country. A fundraising drive in the West will be undertaken to fund the project, and members will be called upon to pitch in and make it possible.

In other business, the ISC decided to hold the 1983 Rank and File Convention at the Airport Hilton in Detroit, Michigan on October 15-16, 1983. All members should save the date now. An alternative site was considered in the Chicago area but was narrowly voted down, after being moved by Chicagoan Mike Belzer.

The ISC also had a discussion of important developments such as the request of the trucking employers to reopen the NMFA and the TIME DC deal. Also discussed was the possible independent trucker strike, and the policy statement that appears on page 4 was drafted and approved.

What's Going On Around TDU

TDU Chapter 600 Formed in St. Louis. On December 11, some 35 members of Local 600 met at AM Vets Post 88 in St. Louis to form a new chapter, named TDU Chapter 600. Many companies were represented at the meeting by steward and other experienced members. One goal set at the meeting was to prevent changes in the St. Louis Rider to the NMFA from being effected without a vote of the membership. At this point the changes are being held off until Spring, due to disputes over their implementation. The JAC has contended they can make the changes without any vote of the rank and file, which could set a dangerous precedent for the future.

A Steering Committee of several members from various barns has met twice since the meeting, to get the chapter organized. Members are active in several activities, including building support for the strike at McBride Trucking, which is being strongly supported by Local 600 and a large number of rank and filers from other barns.

In **Des Moines Local 147** the labor Department has reportedly subpoenaed purhcase records for a Buick and a camper. The vehicles were bought with Local 147 funds, but registered to former Sec.-Treas. Charles Kirschbaum. **Convoy-Dispatch** will report further details as they become available.

Concord Beverage Settlement in Wilmington, Del. Local 830 members at Concord Beverage won an 18% raise over three years, plus full dental coverage and other improvements in a new contract agreement that was reached December 17th. Local 830 TDU member Frank Reardon expressed overall satisfaction with the settlement, which also provides improved Blue cross/Blue Shield coverage, and eyeglass coverage for the whole family. This brings the Concord Beverage employees close to parity with other nearby bottling plants such as Canada Dry and Pepsi. "People were ready to strike," said Reardon. "They gave us a little bit fairer deal in the end." Reardon is also working on getting TDU more effectively organized in Local 830.

TDU MEETINGS

BC/Yukon Area TDU
Thursday, February 3—7:30 pm
Rio Hall, 3325 Kingsway

Connecticut Teamsters
Saturday, January 22—2:30 pm
Sterling House Community Center
2283 Main St.
Stratford, Conn.

Miami/Ft. Lauderdale Teamsters
Sunday, January 16—12 noon
Howard Johnsons
I-95 and S.R. 84
Ft. Lauderdale, Fla.

Milwaukee TDU
Saturday, January 15—11 am
Irene J's
1839 S. 2nd

Northwest Ohio TDU
Sunday, March 13,—2 pm
16th and Madison
Downtown Toledo

NY City Teamsters
Sunday, January 23—7:30 pm
Conklin House
801 Conklin St.
E. Farmingdale, Long Island, NY

Port Huron TDU
Saturday, January 15—1 pm
Eagles Club
2001 Water St., off I-94

Springfield Area TDU
Friday, January 21—7 pm
Geraldine's Bar
Riverdale St., West Springfield, MA

Twin Tiers TDU
Saturday, February 5—5 pm
Horseheads American Legion Hall
Horseheads, NY

Wisconsin TDU
Sunday, January 16—12 noon
Moasis Truck Stop
Highway 41

A Rank & File Opinion Column

As I See It...

By Gene Fort
Vice-Pres., Local 371
Davenport, Iowa

First, my sincere thanks for one hell of a convention. I keep expecting each one to be a disappointment, but they just keep getting better. I guess for me the most impressive part of the convention was seeing firsthand that there really are Teamsters who care, not just for themselves, but for the good of the entire union.

To all who attended, my Thanks.

We are the Weak Link

"A chain is only as strong as its weakest link." We have all heard the saying, but maybe it's especially true now, with our union. The sad part is that we, the membership, are the weak link. That may sound cruel, but being an elected official, I hear and see members who are unhappy every week. However, on union meeting night, I seldom see or hear from these people. What do we expect from our union officials if we ourselves are too tired, lazy, or discouraged to even attend a meeting and make our feelings known, or at least show support for someone we agree with?

What I'm seeing, and I really hope I'm wrong, is a Union of members who find it far easier to sit back and bitch than to get off their duffs and make the changes that are necessary to put this Union back where it belongs.

The Rank and File have made some real gains in elections, and other areas, but no matter how strong a person is, don't expect him or her to stand alone forever. Your candidate needs your support, maybe more, after the election.

What is Democracy?

The definition of Democracy is: A form of government in which political **power resides in all the people** and **is exercised by them directly or is given to elected representatives.** Unionism: combining for unity of purpose and action... If we are unwilling to take part in our Union or our Country, we deserve what we get.

JOIN TDU!

Kroger bakers in Detroit are rejoicing about finally winning their pensions after fighting for them for four years. They were helped by TDU every step of the way. Here's what Mary Roback, a 44-year Teamster from the Kroger bakery, had to say about TDU:

"If it wasn't for TDU, the TDU attorney and our chief steward, Joe Urman, who is in TDU, we probably would have given up. But you were there—always—and we all love you for your help. I hope Teamsters reading about us will all join TDU."

Membership Application
Teamsters for a Democratic Union

Name_____ Local Union #_____

Address_____

City_____ State/Prov._____ Zip_____

Phone_____ Company_____

City☐ Road☐ Dock☐ Clerical☐ Warehouse☐
Construction☐ Production☐ Other_____

☐ $20 membership fee—for one year's membership & subscription to **CONVOY DISPATCH.**
☐ $25 optional membership fee. ($5 of this shall be rebated to the local chapter.)
☐ $10 annual dues for spouses, retirees, and Teamsters who gross less than $10,000 a year.
(Optional) How did you receive this newspaper?_____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)

Hang UPS

News of UPS Workers

Christmas Turkeys Go For Labor Solidarity. Local 688 workers from UPS in Earth City donated 52 turkeys and $56 to striking Associated Grocers (AG) workers of Local 688. This was accomplished despite the fact that management tore down every notice put up in the UPS building. The turkeys and money were given out at the union hall December 23. The AG employees are in the midst of a hard-fought strike against big concessions.

Working Off the Clock Stoppped in Bloomington, Illinois. Package drivers upset over the company's policy of allowing 3 "send agains" per day, got together to decide to do something to protest this policy. After much discussion the drivers agreed not to come in early and work off the clock.

In the past most drivers had been arriving up to 45 minutes early, but after the decision was made to stop working off the clock, 25 out of 28 drivers have stopped working for free. Drivers enforce this decision by patrolling their areas before work to make sure no one is giving the company time and also by explaining to those who are working that if they are injured during this time they may not be covered by Workmen's Compensation.

No Grass Under Their Feet. A memo received by West Region District Managers in Wisconsin dated September 16, 1982 regarding employee relations, stated the following: "The results of the recent IBT contract ratification indicates that there were 41% of our employees (in our area) who voted **no**. This compares with 29% who voted **no** in 1979.

"The next ratification effort is only 2½ years away. What should we be doing between now and then? We can't wait until November, 1984 to start meeting with our people and training our managers and supervisors in how to respond to issues."

Is this enough said in terms of what's ahead? Let's be better prepared than they are. **Join TDU and build the UPS Network.**

Beware of the "Red Book". UPS pre-loaders in Indianapolis have reported that supervisors are threatening to "red book" anyone who fails to meet production standards. "Red booking" apparently means retraining employees until they meet pre-determined production standards. Failure to meet these standards after the "red booking" could result in further disciplinary action including actual dismissal. After reaching an accepted productivity standard, an employee is asked to sign a statement that they will not produce under the accepted level.

Local 710 has stated that UPSers will not be disciplined for productivity. All locals should take the same stance and fight this new gimmick for increasing productivity. If faced with the "red book", be sure to contact your steward and the TDU Office before signing any statement regarding productivity.

Lead Teamsters? UPS has yet another gimmick for trying to weaken the union. In Portland, Oregon, "old part-timers" have been made "Lead Teamsters" by UPS management to train new hire part-timers. Some workers get into being "Lead Teamsters" and start wearing suits and ties. On a few occasions, these "Lead Teamsters" have filled in taking a supervisor's job when a supervisor was out ill. Local 162 Teamsters at UPS are filling a grievance against such practices.

Veteran Gets $4900 from UPS. A federal judge ordered United Parcel Service to pay $4900 in lost wages to a veteran because UPS failed to make a firm offer of re-employment after the former employee returned from the military. Otis Clayton, veteran, is now working for UPS in Memphis, Tennessee.

Under the Veterans Employment Law, employers must rehire veterans to their pre-service positions or to positions of like seniority, status, and pay if they apply for work within 90 days of discharge. (Source: **Air Force Times**, "UPS Must Pay for Delay in Rehiring Vet".)

North West Ohio (including Toledo) UPS Workers Voted No on Contract. Local 20 BA, William Lichtenwald, reported at a union meeting that UPS workers in North West Ohio soundly defeated the national contract six months ago. And we're still looking for all those 'yes' votes.

Share Your Stories with other UPSers. Working for UPS is a challenge every day! Write or call in (313-842-2600) information about your experiences, grievances, shop floor struggles, serious or humorous incidents. Hang UPS is a column for just this sort of thing. Let's hear from you.

Thanks, UPS

On December 2, night sort workers at the Earth City UPS Facility in St. Louis, Mo. were told to wait in their cars while the electricity was being restored in the building. At the time the St. Louis area had been hit by tornadoes, flooding and damaging winds (within 1 mile of the UPS parking lot, telephone poles were knocked down, within 5 miles a mobile home park was leveled.) Two hours and 15 minutes later management told these employees there was no work and there would be no guarantee pay.

The matter is going through the grievance procedure right now, but as one of those employees who sat outside waiting to go to work, I would like to thank UPS for their thoughtfulness and concern for the safety of their employees.

By Patrick T. Hough
Local 688, St. Louis

UPS Workers Get Results In Elections

Recent elections in numerous local unions show that participation by UPS Teamsters in local union affairs is sharply increased. Also, it is significant to note that this participation is strongly on the side of the rank and file reform movement.

A quick look at some events of November and December 1982 give us a picture of this positive development.

San Francisco Local 278. This local, which includes 800 UPS employees, elected UPS steward and TDU leader, Jan Sunoo, as a Business Agent over a long-time incumbent. Another TDUer, Gail Sullivan, also won a BA post.

Maine Local 340. UPS Teamster participation increased in this local and elected two UPS employees to office in the general local covering the state. UPS driver and TDU member Jim Carson topped the poll for Business Agent, and also was elected to the Executive Board as a Trustee.

Columbus, Ohio Local 413. UPS driver Charles Teas was elected Recording Secretary and BA in this large local's hotly contested election. Teas drew the highest vote of any candidate as the entire reform Coalition Slate emerged victorious.

New York Local 804. President Ron Carey was re-elected without opposition, and a couple of challengers to Carey's team were defeated. Carey has been a strong and outspoken critic of the recent national contract settlement and of the cozy relationship between UPS and the International.

Portland, Oregon Local 162. The participation of the approximately 720 UPS workers in this 4,600 member local was nearly nil previously, but in the recent election UPS workers organized on their own, got involved, and over 200 voted. They "undoubtedly made the difference in the outcome," according to a UPS steward very active in the successful effort which elected a majority of new officers. It was during the contract battle that UPSers here first got in contact with TDU and also began to get involved in the local union.

Illinois-Indiana Local 710. This local, which includes some 5,000 UPS workers, has seen new TDU chapters formed and a legal challenge to the recent election in which for the first time UPS workers got together through a TDU election campaign. They are currently campaigning to win the right to elected stewards.

Seattle Local 174. An independent committee of UPS workers formed to screen candidates and work in the recent election was successful in making a difference, according to participants. The UPS Committee endorsed a couple of independent candidates and part of the Reform Slate, and most of the endorsed candidates did win.

Shrewsbury, Massachusetts Local 170. UPS workers have been working for two years preparing to oust their Business Agent. They ran Bill Miley, feeder driver, for BA and he won fourth out of 11 candidates for 5 BA positions. Ed Saucier, TDU member and feeder driver out of Shrewsbury said, "Miley is his own man and doesn't take orders from anyone."

Overall the picture is one of increased effective participation by UPS Teamsters in our union, which began with the TDU Campaign on the national contract. "We got stuck with the contract, but this round of elections is an indication that our on-going efforts are starting to show results and widespread support," said Jan Sunoo, newly elected Business Agent in Local 278.

Northern California

Strike Threat Forces H&W Payments By UPS

As reported in our Nov.-Dec. issue, Northern California Locals 70 and 315 gave strike notice in late October over the company's failure to meet its obligation to the H&W fund under the Northern Cal. Package Rider to the national agreement.

This threat did the trick, after a lot of hassling and stalling by UPS. Apparently the final step came on December 9, when the Sec.-Treas. of Oakland Local 70 notified UPS by telegram that the strike would begin immediately. On Friday, December 10, the local got a check for $173,000 to cover the delinquent payments.

UPS's action had resulted in many members being told their medical expenses could not be paid. The reaction of the members was to prepare for a strike through meetings, setting up picket schedules, pressuring their officials, etc.

The dispute stems from the fact that the Northern Cal. Rider has a Maintenance of Benefits clause in it, so that if medical insurance costs go up, the company must increase its payments to maintain the same benefits. The company contended this clause was superceded by the national agreement, and that the only increase they had to pay was the 10c per hour increase (which was part of the 25c per hour in benefits in the May 1, 1982 agreement).

Locals Hang Together

No doubt the company hoped the members and locals would back down and agree to take money from their wages to pay the increased health payments. Or that the International would pull the rug out from under the Bay Area Locals. But the locals hung together.

Stewards from Locals 315, 70, and other affected locals told us they were happy with the outcome. Also, they pointed out that it shows what strength the union has to deal with problems at UPS, when that strength is used. This story should be a positive example for all locals and UPS Teamsters.

1st "Recruiter of the Month" Award

Thanks to Bill, TDU Grows

(Editor's Note: This month Convoy-Dispatch institutes a new feature, the Recruiter of the Month award. This award will go the IBT official whose actions do the most to recruit Teamster members to TDU. Got an official who deserves recognition for being a TDU recruiter? Let C-D know. We want to give credit where credit is due.)

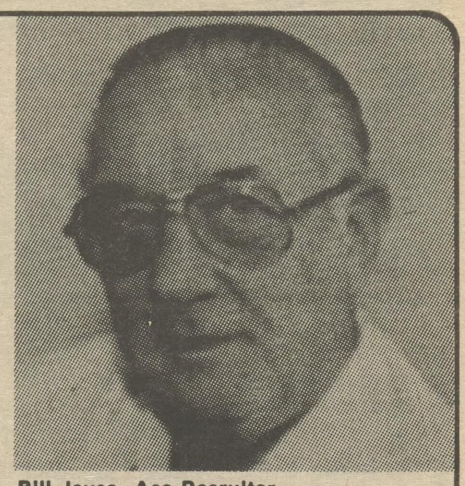
This month's Recruiter of the Month award goes to Brother William Joyce, Secretary-Treasurer of Chicago Local 710. Through his tireless efforts, TDU is growing by leaps and bounds throughout Local 710. And with Brother Joyce and his keen sense of membership participation at the helm, that trend shows every prospect of continuing.

How has Brother Joyce done such a good job for TDU? His achievements are almost too numerous to list:

- Brother Joyce has spared the members the hassle of electing their own stewards, by holding complete power of appointment.
- Brother Joyce has demonstrated his commitment to democracy by holding regular meetings in Chicago. Too bad for all those 710 members who live across Indiana, Illinois, and even Iowa. All they have to do to take part in their union's affairs is to drive hundreds of miles to and from the union meetings.
- Brother Joyce cuts right through the nasty red tape—like the Teamster Constitution and Federal labor legislation. For example, he recently ran the Local's election in complete disregard for both the IBT internal regulations and Federal law.
- Brother Joyce is devoted to the prosperity of the Teamster members—especially one in particular. In 1981, he protected his own prosperity by taking home $254,239 in salary and benefits from the union treasury. We can hardly wait to see what the 1982 figures look like.

In response to Brother Joyce's efforts, TDU members are working hard on a campaign to win the right to have elected stewards in the Local, as well as the right to have union meetings in their areas. Across the Local Teamster members are joining in this important struggle.

This campaign followed immediately after an election campaign by TDU which challenged Brother Joyce for the first time in 20 years. Many 710 members joined TDU in the course of the campaign.



Bill Joyce, Ace Recruiter

So... it's hats off to Bill Joyce and his appointees in Local 710. TDU hopes to continue to grow rapidly in 710, and with Bill's continued help, we'll surely do it!

The TDU office has sent a nice letter of appreciation to Bill.

rank & file BULLETIN BOARD

Big Legal Victory for TDUer

In what Boston TDU attorneys Mark Stern and Benjamin Hiller call a significant victory, TDU members Arthur Doty and Lawrence Hice won an out-of-court settlement in December of $19,000 against Local 829, its Sec.-Treas. Martin Dunlap, and a past union official, John Devine.

In addition, Dunlap admitted that Doty and Hice had been objects of an attempt to deprive them of their rights before and during the 1979 local election. Doty said this was the most important part of the case.

The judgement stemmed from a December 1979 incident in which Doty was pushed and then kicked down a flight of stairs by John Devine, who was the chief of the election committee, appointed by Dunlap. Dunlap was found guilty of the unprovoked assault against Doty, who had been an active unionist and prominent reformer in the Boston area for years and had challenged the activities of Dunlap and IBT Vice President McCarthy.

Doty told **C-D** that Dunlap and his cronies did everything they could to prevent them from pursuing the case. They leveled the usual slanders—Communist, troublemaker, etc.—at him. In the end, determination and truth finally paid off.

Doty said, "This is a victory for all Teamsters in the New England area, who officials of the Joint Council feel ask too many questions about the way our union is run."

407 Food Program Big Success

Cleveland Local 407 held a food distribution program during the Thanksgiving and Christmas holidays that was a real boost for the local's laid off members.

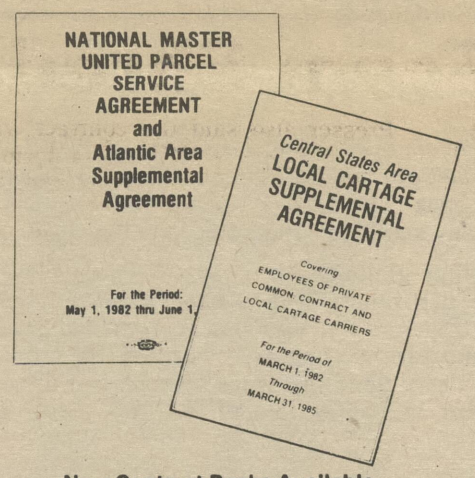
The food program distributed substantial baskets of food to 500 families during Thanksgiving and over 700 just before Christmas. It also served to activate the membership in local affairs and strengthened links between laid-off members and the union.

Starting weeks before Thanksgiving, canned goods were collected by stewards at barns, contributions were welcome at the union hall, and a Halloween Dance was held with canned food as the admission price. Food warehouses were contacted for donations and raffle tickets were sold to buy certain food items.

The food baskets distributed on both occasions were not token donations. At Thanksgiving the food basket included 25 lbs. of potatoes, cartons of canned goods, 10 lbs. of cheese and frozen dinners. At Christmas, laid-off members received a 10 lb. turkey, canned goods, frozen dinners, 5 lbs. of cheese and 2 lbs. of butter.

Importantly, the effort produced a list of over 1,000 laid off members. Meetings will be held soon to involve these people in organizing, informational and strike activity.

The members saw that the Local was really doing something meaningful for them and this should make them less cynical about getting involved.



New Contract Books Available

Contract books for the national freight and UPS contract and area supplements and riders are available for most areas at this time. You have a right to these documents. Ask your officers. If they drag their feet, send a certified letter requesting your contract, and keep a copy. If you still have trouble, contact TDU for help. Having a copy of your contract is the first step toward being an effective unionist.

New Book on Rank & File

Teamster Rank and File is a new book on the Teamsters Union, on rank and file struggles in Los Angeles Local 208, TDU and rank and file movements. Its subtitle is 'Power, Bureaucracy and Rebellion at Work and in a Union' and that sums up what it is about.

Forward by Douglas J. Allan and Peter J. Camarata, both on the TDU Steering Committee. Written by Samuel R. Friedman, published by Columbia University Press. The TDU office has obtained a limited supply which are available for $6.00 plus $2 mailing cost, in paperback.

478 Pres. Goes to Jail

By Frank Greco
Local 478, Edison, N.J.

On December 14, 1982, Joseph P. Uzzolino, former President of Local 478 in New Jersey, began serving a five year term for conspiracy to receive kick-backs and conspiracy to embezzle pension fund assets.

Uzzolino and Stan Moore, owner of Towers Far East and several trucking companies, did a number on the benefit plans and the rank and file.

Uzzolino was President of Local 478 and chairman of both the Pension and H&W Boards of Trustees. He never utilized the resources available to him to collect over $80,000 owed the funds, but did allow Moore to use non-union owner operators who didn't pay into the benefit plans. The funds also paid $108,000 to law firms representing Uzzolino and other defendants in the case.

As a result of these drains on the funds, Local 478 members (since April 1981) have been paying 21c of the COL raise into the pension fund. This cuts into the base rate for future COL raises as well.

At the November 1982 monthly meeting it turned out that Uzzolino was given $8,000 severance pay for retirement, a 1981 Lincoln Continental and continued welfare coverage. When I criticized these moves, the officers cursed and screamed at me from the podium. What remains to be seen is how long the members of Local 478 will be ripped off by officials out for their own profit.

Chrysler Strike Stops Concessions

"Quit thinking concessions. It doesn't work. The corporation's greed never stops. Whatever you give them, they want more. You've got to put a stop to them."

—Gerry Bastien, President, UAW Local 444, Chrysler, Windsor, Ontario

And put a stop to concessions is exactly what Chrysler workers in the U.S. and Canada did early in December. At the company where concessionary bargaining really began back in 1979, autoworkers have turned the tables by fighting for and winning a substantial wage increase that everybody said they'd never get.

Some 10,000 Canadian Chrysler workers led the way with a solid five week strike that was an inspiration to union people everywhere and a model of how a strike should be conducted. Earlier, U.S. Chrysler workers had rejected by a 70% margin a proposed contract which contained no wage increase, though they postponed a strike decision for several months.

The new contract provides an immediate $1.15 raise for Canadian workers and 75c for their U.S. counterparts.

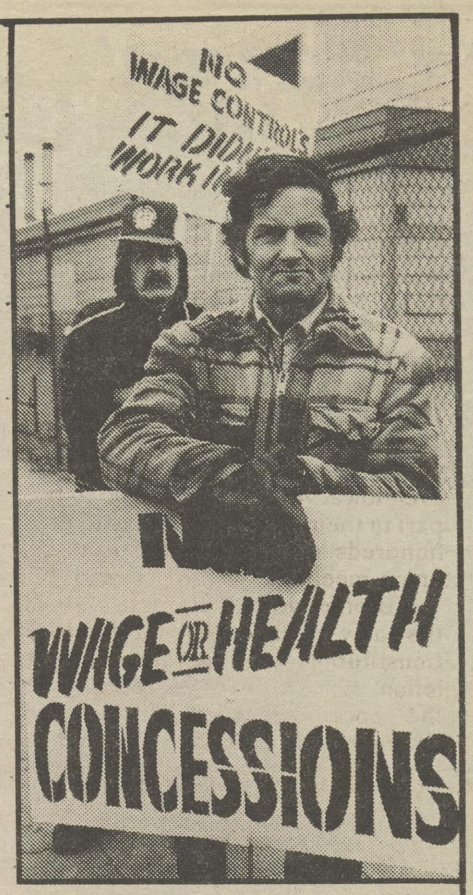
In September, when the first no-raise contract was settled, Chrysler officials insisted that there was no money for a raise and that a strike would bankrupt the company. But the workers didn't buy this line, and in the end they were proved right.

"Here was a company that supposedly didn't have the money," said UAW Local 122 Pres. Bob Weissman. "Well, where do they have the money now? They had all the money to lose in the strike and all the money to pay us besides."

According to Canadian UAW leaders, the strike there was the solidest in 50 years. Ford and GM locals each assessed their members $20 apiece to support the strikers, community support was rallied, and $80,000 was raised to fund a Children's Christmas Party.

The strength of the Canadian strike, which determined the settlement of the U.S. contract as well, protected Canadian workers from bad attendance and work rules language that ended up in the U.S. contract.

The Canadian workers proved that union militance can work, even against a company claiming virtual bankruptcy which has extracted heavy concessions before.



STRIKING CHRYSLER WORKERS on the picket line in Windsor, Ontario.

As one Teamster member of Dayton Local 957 said at a meeting in December to discuss the upcoming Super Valu contract: "Concessions? That's over. Those guys at Chrysler killed that."

Central Scam Shreds Contract

When the International turned thumbs down on a Joint Council 41 (Ohio) negotiated contract allowing Triple C Motor Express to pay only $12.25 an hour on its Cleveland consolidation account with GM, you might have thought that a blow had been struck against concessions in the freight industry.

You would have been right, but only temporarily. Because International VP Jackie Presser is determined to be business's best friend in the IBT.

After the JC 41 concessions contract was rejected, a bidding war began for the GM consolidation account. Central Transport emerged with the account, with the work to be done by one of its new shell companies. Their contract calls for wages of only $11 an hour, well below the concessions contract that the International had rejected.

Instead of being put in Cleveland freight Local 407, the members were put in Local 964. The President of Local 964 claims he hasn't seen the contracts and doesn't have any copies.

How does Presser explain this contract? He was reported in the Cleveland **Plain Dealer** as saying that this contract covered direct point to point pickup and delivery of goods and therefore was exempt from master freight rates.

Oh really? What is this man talking about? This mumbo-jumbo might satisfy the press, but Teamsters familiar with their contracts can see right through this talk. Direct point to point pickup and delivery is in no way exempt from master freight rates, but is covered by the Special Commodities supplement. Moreover, the GM work is an LTL consolidation job, not point to point delivery.

Presser also said the contract was negotiated by Jim Kinney, a former president of Local 407, who placed the members in Local 964.

Kinney jumped to management after losing his last election. He has represented **management** in grievance hearings against Local 407; he is reported in **Crain's Cleveland Business** as the terminal manager at Advance Transportation and he advertises himself as a management consultant under the title of American Labor Services with offices at Advance Transportation.

Worst of all in this deal is that it cost Teamster jobs. When CCC/MX lost the GM account, they laid off more than 40 Teamsters in Cleveland and more than 100 throughout the system. They had been making $13.31 an hour. The new Central Transport shell company has hired only about 15 people, making $11 an hour, while others are worked for 28 days and then released.

Members Picket Local 213 Hall, Protest H&W Cuts

On January 4 some 50 members and their wives picketed the Local 213 union hall in Vancouver to protest the large cuts in the union health program. The protest was organized by the BC-Yukon Chapter and supported by many members upset with the severe cuts in the health insurance, and also with the way the cuts were carried out.

The cuts include reducing dental from 100% to 70% coverage, reducing the weekly indemnity (sick pay) from $210 to $150, reducing the period that unemployed members will be covered (by their banking up to 1870 hours) from 18 to 12 months, and comparable cuts in other benefits.

After the protest the union called a special meeting for January 10 to explain the situation, and over 200 angry Teamsters from the road building, pipeline, heavy construction and building supply crafts showed up. Jack Vlahovic made a motion to freeze the benefits at the previous levels until a fuller report could be made to the members, but it was ruled out of order on the grounds that it was a special meeting.

Five of the seven trustees were present. Noticeably absent was one of them—Edward Lawson. Also present were the plan administrator, legal counsel and accountant, but they were not prepared to answer all the members' questions.

Reportedly, administrative costs for the funds are high and this is one area of concern to the members who are facing major cutbacks in their families' coverage.

The next round will be the January 19 general union meeting, when hopefully more answers will be forthcoming from the trustees. BC-Yukon TDU members have called for full review of the fund's financial status, and also for a bylaws provision to allow for election of the fund trustees. All the trustees are from the union but are currently not subject to membership election.

Contract Votes Unify West Coast Tankers

In early September and mid-November, the CANT (California, Arizona, Nevada Tankers) drivers rejected by around 80% margins final offers one and two by their employers.

This was the first time ever tankers had succeeded in rejecting their contract. Their demand was that the contract cancel the Matlack/Transcon Percentage Pay Riders given to the companies through 1981-1982 by Gene Shepard, co-chair of the Western Master Freight Division.

The first referred the rider to a $10 per hour guarantee.

On December 23, drivers accepted the third and final offer, mainly because it read: "Cancel Matlack Rider and Transcon Rider" and "Additionally, it has been agreed that during the terms of this agreement, no rider affecting the membership shall be allowed without those members being given the opportunity to vote to accept or reject the terms of such proposed riders."

Takeaways

That is the good news. The bad news is that the contract they accepted contained a drop in hourly pay from $12.27 to $11.09 and a slight loss in mileage pay. A two-tier wage structure was by far the worst item: "All employees not on the active seniority roster as of July 1, 1982" and all new hires after that date will be paid only $10.45 and also less mileage.

This lower rate is seemingly permanent. There is no provision for a return to the higher rate. This of course gives the companies incentive to get rid of the higher seniority drivers.

Lee Farias, steward at Post Transportation's Richmond yards and a member of Local 315, said, "I think something good came out of this bad contract. Our complacency is over. The companies succeeded in finally uniting the tanker drivers because we now really know what the companies think of us."

Although the drivers took concessions, ousting the deadly rider language was as significant victory. But they think it's a shame that because of Gene Shepard's highandedness, the whole struggle was to get back something be gave away rather than either holding their ground or moving ahead.

Meanwhile, the employers in the **Central Conference** are demanding similar takeaways, and little word has come out of the negotiations although the contract expired back in November.

And in **Ohio**, the lawsuit initiated by rank and filers from around the state against the give-aways of a year is on-hold while the contract situation clears up. Pressure from the lawsuit has apparently at least resulted in the year-extension of the deal being tossed out, but the same officials could agree to the same deal. Except for one factor—more tank drivers and stewards are joining TDU and are on the alert at the same time.

Williams Trial Reveals Leadership Failure

By the TDU International Steering Committee

On December 15, Teamster General President Roy Williams was convicted of conspiring to bribe a U.S. Senator and of defrauding the Central States Pension Fund in the process.

Some Teamster members have expressed mixed emotions about Williams' conviction, which came after a seven week trial and presentation of the most extensive wiretap evidence in history. For one thing, law enforcement agencies clearly spent a lot of time and resources on this crime even while other serious crimes are being committed by corporate officials every day.

Other members point out that while Williams was trying to bribe Nevada Senator Howard Cannon, it was an attempt to stop the passege of trucking deregulation legislation. Maybe the method wasn't right, they say, but at least Williams had the concerns of the members at heart.

We understand these sentiments, but we can't fully agree with them. Remember, the plot to bribe Cannon involved ripping off **our** Pension Fund to the tune of $200,000, a move all too reminiscent of the days when the Fund was known as the "mob's bank." Also, we simply cannot condone illegal activities which bring shame on our union and make organizing even more difficult.

It is true that honest, dedicated union officials may sometimes be forced to break the law, to ignore union-busting court injunctions, for example. Many Teamsters supported the officials of PATCO in their "illegal" strike for a decent contract. But the Williams bribe had nothing to do with a situation like that.

What the Trial Revealed

What the Williams trial revealed, over and above guilt or innocence of the defendants in this particular case, was that our union President and his associates in the top union leadership are totally out of touch with the meaning of unionism. For the rank and file, this is the most important lesson of the Williams trial.

For one thing, the trial showed that Williams and other top leaders have surrounded themselves with unsavory characters like Dorfman, who was convicted in 1972 of taking kickbacks from the Pension Fund and who has long been reputed to be the mob's link to the Fund. Another defendant was Joey "The Clown" Lombardo, who has been described as a Chicago mob "enforcer" and whose defense in the trial was that he was too stupid to understand all the deals that were going on. And, as the tapes revealed, Williams and his friends travel regularly in the sleazy underworld of illicit activities, prostitution and Las Vegas bribes.

But even worse than their associations and disreputable behavior is their attitude that when the union is faced with a problem, the thing to do

is head for the back rooms and fix everything with a bribe. Nothing could be more removed from a sense and an understanding of unionism.

Bribes Don't Build the Unions

The labor movement in the 1930s was not built through shady backroom dealings. It was built by involving millions of rank and file workers in massive organizing campaigns and demonstrations, and a willingness to confront the power structure and the giant corporations with rank and file action.

The fact is that trying to bribe Sen. Cannon failed utterly to prevent the enactment of deregulation. In contrast, when the United Mine Workers of America was opposing drastic cutbacks in benefits to victims of "black lung" disease, the union called a daylong work stoppage and held a mass demonstration attended by thousands of miners in Washington. And the bill was stopped.

The UMWA is about 1/10 the size of the IBT. Think of the impact if the Teamsters had made a similar move against deregulation.

Indeed, the backroom approach to unionism is the very same mentality that leads to negotiating weak contracts such as last year's freight, UPS, tankhaul and other agreements. When a union has lost the toughness and the ability to fight for decent contracts—or just to fight hard for grievances—then defeats in the legislative arena are inevitable as well.

When the union tries to fight money with money it will always lose. The union's power lies in people, not money.

Many members have said that bribing Cannon was the least of Williams' "crimes" against the rank & file. Concessions contracts, lousy representation, undemocratic practices, lining his own pockets—these are all more important in the long run.

In a sense this is true. But what the trial showed is that passing bribes is part and parcel of a style of unionism which leads to all the "crimes" listed above. The trial revealed a union leadership so out of touch with unionism that it has neither the will nor the imagination to lead. It is a leadership which prefers bribing Senators to putting its faith in the members, and doesn't deserve the members' support.

Questions & Answers On Williams Conviction

• What exactly was Roy Williams convicted of and when will he be sentenced?

Williams was convicted of one count of conspiracy, one count of interstate travel to further bribery, and nine counts of wire fraud. (Wire fraud is the use of telephones to commit fraud.) His four co-defendants were all convicted of the same 11 charges. The maximum penalty for each is 55 years in prison and a fine of $29,000. Sentencing is set for February 10. Williams is out on bond.

• Did our Central States Pension Fund money go to defend any of the people convicted?

Our pension fund money was spent to defend two of the five, Thomas F. O'Malley and Andrew G. Massa. O'Malley has been, until the conviction, an employer trustee to the fund, and Massa is a former trustee and current labor relations director. Threatened legal action by five TDU members led the Fund to stop paying their bills. Following the conviction, Arthur Fox, attorney for the TDUers, demanded that the Fund reveal what steps it would take to recover the money already spent.

• Will Williams stay in office as General President?

He has stated that he will. Under the Labor Management Reporting and Disclosure Act of 1959 (Landrum-Griffin Act) he can remain in office until his appeals are exhausted. That process is estimated to take from one to three years.

Legislation pending in Congress would, if passed, force Williams to step down before the appeal process is exhausted. This legislation, sponsored by Sen. Nunn (D-Ga.), would modify the Landrum-Griffin Act so that union officers would be automatically disqualified from holding union office immediately upon conviction of certain serious crimes. The bill passed the Senate in the last session and is rated a strong chance to pass this session and take effect. The bill is supported by the AFL-CIO, the Dept. of Labor, and appears only to be opposed by top IBT officials.

• If Williams is forced to vacate his office before 1986 (the next scheduled IBT Convention), how will his successor be chosen?

The IBT Constitution was changed by the 1981 IBT Convention to allow the General Executive Board to appoint from themselves a new President to fill the remaining term should any President not be able to complete his elected term of office. TDU opposed this change. Previously a special convention was required.

• Who is likely to succeed Williams in case he should step down?

There are only 15 people who could succeed him. The constitutional change said that the GEB could choose only from among the International Vice-Presidents who were elected at the previous convention. There are 16 vice-presidents and one, Walter Shea, was recently appointed to fill the vacancy created by Harold Gibbons death, and so would not be eligible. Williams himself has stated that he will not be replaced by Jackie Presser, Andy Anderson, Ray Schoessling, or Don Peters.

• Do the members have any input into the selection of Williams' successor should that be necessary?

It would be in order for members to make motions at local union meetings recommending their choice be placed before the GEB. But the decision itself rests exclusively with the GEB.

Chicago Tribune Thursday, December 30, 1982

How Teamster leaders get their jobs

DETROIT—Your editorial "What's Teamsters' Verdict?" missed the mark.

Your error is summed up in the part that states, "It is time for rank-and-file members to ask themselves these questions: Why do you keep electing crooks to run the Teamsters?"

It is a common misconception that rank-and-file Teamsters like and support the top officers and endorse corruption in the union.

In fact, Roy Williams was not elected by the rank-and-file. He was chosen at a convention of 2,200 delegates held in Las Vegas [where else?] in June, 1981. Some 90 percent of those delegates were on the payroll of the union or its affiliates. This method of choosing the Teamster Union president contrasts with the methods used by all other major U.S. unions. Many have direct rank-and-file elections [e.g. Mineworkers, Steelworkers, Electrical Workers], while the rest have a direct election for delegates preceding the convention at which the union president is chosen [Autoworkers, Teachers, etc.].

Thousands of Teamster members have joined Teamsters for a Democratic Union [TDU], a rank-and-file movement working to improve our union, make it more democratic and rid it of corruption. Hundreds of thousands support our cause. We have 50 active chapters nationwide, including one in Chicago. We would appreciate support and not being insulted by editorials that claim members put Williams in power.

It is also worth noting that two of the five men convicted in the bribery case were *employer* representatives to the pension fund. So corruption is on both sides of the labor-management street. Indeed, for every payoff ever accepted by a Union official for labor peace an employer must have paid the price.

Ken Paff
National Organizer
Teamsters for a Democratic Union

In reaction to the conviction of Roy Williams and four others on conspiracy to bribe a U.S. Senator, numerous newspapers, TV stations, etc. ran editorials or comments on the matter. TDU responded to many of them. Here is printed one article which ran in the Chicago Tribune of December 30, 1982, in response to an editorial run by that paper which asked "Why do you [Teamster members] keep electing crooks to run the Teamsters?"